



QUESTIONS FOR CONNECTICUT STATE BOARD OF LABOR RELATIONS NOMINEE

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STRUCTURE AND DUTIES

- The board consists of three members appointed by the governor and confirmed by both chambers of the General Assembly. They serve six-year terms ([CGS § 31-102](#)).
- The board interprets and administers four employee collective bargaining laws: (1) the Municipal Employee Relations Act (MERA), (2) the State Employee Relations Act (SERA), (3) the Teacher Negotiation Act (TNA), and (4) the State Labor Relations Act (SLRA). It can investigate complaints and grievances, hold hearings, and issue decisions. It can also promulgate regulations, decide the scope of bargaining issues, and issue declaratory rulings. Hearings are conducted by a panel of three, although two members constitute a quorum.
- The board appoints staff, including legal counsel and an agent. The board's legal counsel represents it in court, investigates legal questions, aids in the preparation of decisions, and represents the State Board of Mediation and Arbitration in all matters involving collective bargaining rights of state employees. The board's agent represents it and investigates any complaints referred by the board ([CGS § 31-103](#)).

QUESTIONS

1. As a reappointed member to the board, do you have particular goals or changes that you would like to accomplish in your next term?
2. Prior to serving on the board, what knowledge and experience did you have with either public or private sector collective bargaining laws? How has that knowledge and experience helped you on the board?
3. During your time on the board, what decisions by the board stand out as being particularly significant? In your opinion, what can make a case particularly difficult to decide?
4. During your recent term on the board, were there any board decisions overturned after an appeal to the courts? Are there any decisions involving the board that you feel should be addressed legislatively?
5. In your experience interpreting and administering the State Employee Relations Act, have you found any recurring issues or violations by either labor or management? What types of unfair labor practices most commonly come before the board?
6. Given the board's limited jurisdiction over private-sector collective bargaining, what types of private-sector issues does the board hear?
7. How does the board respond to public requests for information? Is a knowledgeable individual available for the public to speak with during business hours similar to the staff at the National Labor Relations Board?
8. Situations occur where a grievance under a collective bargaining agreement could be heard by the State Labor Relations Board or the State Board of Mediation and Arbitration. How often does this situation arise? Do the two boards work well together to establish which board will hear the case first? What criteria are used to determine which board will hear the case first?
9. Legislators often hear that the collective bargaining process under the Municipal Employee Relations Act is too slow. In your experience on the board, have you found this to be true? Are there any administrative or legislative remedies that you would recommend? What are the pros and cons of adopting a strict timeline similar to the Teacher Negotiation Act?
10. The board is responsible for determining the certified bargaining agent for a designated bargaining unit of employees. What factors do you consider when making this determination? Under what grounds can part of a bargaining unit break off to form an independent unit or join another union?

11. How would you assess the board's current case load? Does it have adequate resources to process and decide the cases before it in a timely manner?

LH:tjo